DHS Leader Development Program Framework

This Framework provides a strategic architecture for enabling an intentional culture and a consistent continuum of optimum leader development investment across the Department. The Leader Development Program builds upon this Framework to result in effective leaders at all levels who drive strong mission performance in dynamic environments across the Homeland Security enterprise.

Tier	Focus	Requirements	Advancement
Executive National & Global Leader **Leading the institution**	• **Strategic Stewardship** • **Lead organizational culture**	**CAPSTONE** • Development Plan • Executive Onboarding Suite • **Capstone Core Development Experience** • Continuous Annual Development (12/12 Development/Leader as Teacher "Give-Back")	**AND BEYOND** *What will my legacy be?* • Rotation • Sabbatical
Manager Second-level Supervisor **Leading organizations and programs**	• **Coalitions and Collaboration** • **Cross-functional Management Strategies**	**KEYSTONE** • Development Plan • Manager Onboarding Suite • **Keystone Core Development Experience** • Continuous Annual Development (12/12 Development/Leader as Teacher "Give-Back")	**TO EXECUTIVE** *Is becoming an Executive for me?* • SES Candidate Development Program • "So You Want To Be An Executive" Guide"
Supervisor First-line Supervisor **Leading performance**	• **Direction and Results** • **Building Engagement while Managing Resources**	**CORNERSTONE** • Development Plan • Supervisor Onboarding Suite • **Fundamentals of DHS Leadership** • Continuous Annual Development (12/12 Development/Leader as Teacher "Give-Back")	**TO MANAGER** *Is becoming a Manager for me?* • Managerial Leadership Bridge Program • "So You Want To Be A Manager" Guide"
Team Lead Group Lead **Leading others and projects**	• **Partnership and Credibility** • **Influence and Collaboration**	**MILESTONE** • **Milestone Core Development Experience** • Book of the Year (optional) • Mentoring (optional) • Supervisor Shadowing (optional)	**TO SUPERVISOR** *Is becoming a Supervisor for me?* • Supervisory Leadership Bridge Program • "So You Want To Be A Supervisor" Guide
Team Member Individual Contributor **Leading self**	• **Organizational Citizenship** • **Technical Leadership and Role Model**	**FOUNDATIONS** • New Employee Orientation • **Foundations Core Development Experience** • Understanding the DHS Leadership Commitment • Book of the Year (optional) • Career Coaching (optional)	**TO TEAM LEAD** *Is formally leading others for me?* • "So You Want To Be A Team Lead" Guide • "Team Member Impact" Guide

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